Equality, Diversity and Inclusion Committee

Terms of Reference:

1. To support the Council in executing the University’s Strategic Plan by taking account of diversity and its legal equality duties and ensuring that Council meets its equality and diversity obligations under the CUC Higher Education Code of Governance (2014), including in relation to its own operation.

2. To provide steer and leadership on the University’s equality and diversity strategy and to monitor and review performance against the University’s strategic approach to ensure that its associated objectives and action plans are properly implemented and effective.

3. To commission and receive reports and consider the development of targets and key performance indicators relating to student and staff equality and diversity and their integration with the corporate planning process. To consolidate this information into an annual or more frequent report to the Council.

4. To consider reports from relevant university committees, groups, networks, and relevant university officers to identify key strategic and operational issues relevant to equality, diversity and inclusion and to report to the Council making recommendations as appropriate.

Reports to: Council.

Membership:

Chair (A serving or former Vice-President) Professor Gill Valentine

Ex-officio members:

Chair of the Gender Equality Committee TBC
Representatives of the Students’ Union Ms Celeste Jones (Women’s Officer)
Ms Santhana Gopalakrishnan (International Students’ Officer)
Ms Reena Staves (Welfare Officer)

A Representative of the Campus Trade Unions Ms Azadeh Madanian Mohammadi (English Language Teaching Centre)

Representatives of the Professional Services:

Student Services Ms Susan Bridgeford
Learning & Teaching Services TBC
Research Services Mrs Deborah McClean
Corporate Information & Computing Services TBC
Estates & Facilities Management Ms Lisa Woods
Accommodation & Commercial Services Ms Caryn Masters
Outreach Mr James Busson
Widening Participation Dr Julian Crockford

Representatives of key equality and diversity matters:

Research Excellence Framework Professor John Derrick (Deputy Vice-President for Research & Innovation)
Teaching Excellence Framework TBC

Up to three lay members appointed by the Council:

Mr Zahid Hamid 2005-08, et seq, 2016-19
Mr Luke Staniland 2015-18
Professor Dame Athene Donald 2015-18
Two members appointed by the Senate:
Dr Amaka Offiah (Medical School) 2016-19
Professor Steven Julious (ScHARR) 2016-19

Chairs of Faculty Equality and Diversity Committees:
Faculty of Arts & Humanities Dr Rachel van Duyvenbode (English)
Faculty of Engineering Dr Gwendolen Reilly (Materials Science & Engineering)
Faculty of Medicine, Dentistry & Health Mr Kevin Corke (Interim Director of Faculty Operations)
Faculty of Science Dr Katherine Linehan (Biomedical Science)
Faculty of Social Sciences Professor Daniel Goodley (Education)

University Network Chairs:
Lesbian, Gay, Bisexual & Transgender (LGBT) Dr Matt Mears (Physics & Astronomy)
Staff & Disability Network Mr Mark Morley (CiCS)
Others TBC

Secretary Associate Director of Human Resources - Ms Gill Tait

Quorum: Three members of the Board of whom not more than two can be members of staff of the University.